



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
ARLINGTON HALL STATION
ARLINGTON, VIRGINIA 22212-5000

0 3 MAR 1986

IAPER-CP

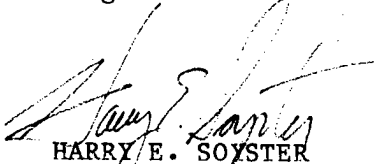
SUBJECT: Command Policy #86-7 : Implementing the Administration's Grade Rollback Program

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1. We have commenced the second year of our FY 85-88 GS/GM 11-15 strength reduction program. Our objective in FY 86 is to reduce another 1.5% from our 1984 base.
2. In order to achieve the goal imposed by OPM/OMB for FY 86, I am continuing the grade rollback policy initiated by us in May 1985.

All vacant nonsupervisory GS-11 and GS-12 positions will be filled at the GS-9 level or lower. These reengineered positions will be advertised at the GS-9 level or lower with the condition that they may have promotion potential. These positions will be reviewed annually for proper grading. This policy does not apply to the unadvertised noncompetitive reassignment of INSCOM personnel from one job to another at the same grade level.

3. Any requests for exception to this mandatory INSCOM policy will be forwarded through your servicing Civilian Personnel Office to HQ INSCOM, ATTN: IAPER-CP. The request for exception must contain appropriate mission essential justification. Justification for exceptions will be presented to the Position Management Officer Advisory Committee. Committee recommendations will be forwarded to the Chief of Staff for a final decision.
4. The avoidance of more drastic grade reduction measures later is dependent on our collective efforts to improve current position structures now. I solicit your full support in this position management effort.


HARRY E. SOYSTER
Major General, USA
Commanding

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